WHAT IS CETA?

See Page 5

Lattimer Charges Union Busting Try By RPC Officials

ROCHESTER—The Civil Service Employees Assn. is filing an improper practice charge against the administration of the Rochester Psychiatric Center, condemning what it calls "union busting tactics."

According to William Grimm, the president of the CSEA chapter at Rochester PC, the filing of the charge with the state Public Employment Relations Board was precipitated by the administration's refusal to abide by decisions rendered in three contract grievances filed by the CSEA in which the union was upheld.

The chapter president said that the CSEA's charges were confirmed in each of the grievances; one involving out-of-title clerical work being done by a Grade-9 therapy assistant, one in which the administration had indicated that rotation of shifts was being done without regard to seniority, and one involving the assignment of pass days without using seniority as indicated in the negotiated contract.

Administrators of the institution have "not seen fit to implement the settlements" of the grievances, the CSEA alleges.

Robert Lattimer, president of CSEA Western Region (Buffalo), said that since these grievances were settled, "the administration has not only been ignoring the official decisions, which action in itself could be interpreted as 'union busting,' but they have been refusing to allow employees to exchange pass days, a practice that has been going on for years."

"Although this practice may not be spelled out in the CSEA contract," Mr. Lattimer said, "it must certainly be considered a 'past practice' and, as such, is technically part of an agreement between an employer and his employees."

The CSEA leader said that his allegations of "union busting" are supported further by the administration's explanation of the grievance.

(Continued on Page 3)

Central Region Political Meet

SYRACUSE—A meeting of the political action committee of Central Region V (Syracuse), Civil Service Employees Assn., will be held Friday, Sept. 17.

The meeting will convene at the Region's headquarters, 700 E. Water St., Syracuse, at 7 p.m., according to region public information officer Charles McDade.

Erie Worker, Defended By CSEA, Gets $12,000

BUFFALO—An employee of the Erie County Health Department has been awarded more than $12,000 in back pay and has been reinstated to her job as an x-ray technician as the result of a grievance brought in her behalf by the CSEA.

The CSEA leader said that the county's Board of Supervisors then passed a resolution (Continued on Page 14)
INVESTIGATOR LIST
ALBANY—A senior computer programmer eligible list, resulting from open competitive exam 24-419 was established Aug. 11 by the State Civil Service Department. The list contains 183 names.

BUY U.S. BONDS
SAVE A WATT

CIVIL SERVICE LEADER, Friday, October 10, 1976

INVESTIGATOR LIST
ALBANY—A senior computer programmer eligible list, resulting from open competitive exam 24-419 was established Aug. 11 by the State Civil Service Department. The list contains 183 names.

WORLD—2 Nights
0759 Oct. 24-Nov. 10
At the Inter-Continental, Paris. 
Airfare $129.
Price includes: Continental breakfast, airport transfer, and hotel tax.

WASHINGTON — 5 Nights
0760 Nov. 24-Dec. 1
At the Four Seasons Hotel, Washington, D.C. 
Airfare $229.
Price includes: Continental breakfast, airport transfer, and hotel tax.

LONDON — 7 Nights
0763 Oct. 26-Nov. 20
At the Inter-Continental, London. 
Airfare $329.
Price includes: Continental breakfast, airport transfer, and hotel tax.

Bermuda — 5 Nights
0764 Nov. 24-29
At the Coral Beach Club, Bermuda. 
Airfare $129.
Price includes: All meals, all taxes and service charges.

LONDON — 7 Nights
0765 Oct. 26-Nov. 2
At the Inter-Continental, London. 
Airfare $229.
Price includes: Continental breakfast, airport transfer, and hotel tax.

LAS VEGAS — 3 Nights
0766 Nov. 10-12
At the Flamingo Hotel & Casino, Las Vegas. 
Airfare $119.
Price includes: Hotel accommodations, all meals, and entertainment.

CANNADIAN ISLANDS — 7 Nights
0767 Nov. 11-Dec. 18
At the Sandals Resort, St. Lucia. 
Airfare $299.
Price includes: All meals, all taxes and service charges.

ROME — 11 Nights
0768 Nov. 24-Dec. 5
At the Grand Hotel Continental, Rome. 
Airfare $429.
Price includes: All meals, all taxes and service charges.

CIVIL SERVICE LEADER, Friday, October 10, 1976

MAKE YOUR TRAVEL ARRANGEMENTS NOW!
Lattimer Urges A Drive To Dump State Senator

BUFFALO—Labeling incumbent State Senator Fred J. Eckert (R-C, Monroe) “a rabble-rousing headline hunter, who has ridden on our backs long enough,” Robert L. Lattimer, Civil Service Employees Assn. Western Region VI (Buffalo) president called on CSEA members, public employees, and workers in general to vote for William Steinfeldt for the Republican Party nomination in the 54th Senatorial District.

Tuesday, Sept. 14, the GOP run-off date, is a red-letter day for all public employees, Mr. Lattimer said. “It’s a 100 percent turnout at the polls.

“If this happens, politicians across the state will understand that we reward our friends and punish our enemies,” Mr. Lattimer predicted.

Mr. Lattimer said Senator Eckert last spring “barristerized” the editorial offices of the union worker class to make a stimulus to the anti-Buffalo club entering the next election, Mr. Lattimer continued.

“Now it’s our turn. We can make a has been of this ‘white horse.’” Mr. Lattimer asserted. “We’ve got the votes, and we’ve got the support of all unions of public employees, as well as some from the private sector, who see through the senator’s motives; of cutting our pensions to please the big-money Associated Industries people, so they can hire down private industry pensions for the little guys too.”

“He made the headlines last spring. Now, let us make the headlines this fall with a massive turnout at the polls and a resounding defeat for this arrogant demagogue.”

Mr. Lattimer reported that the effort to unseat the senator includes mailings, telephone calls, and collection of volunteers for Mr. Steinfeldt. He is a former assemblyman whose record in the assembly was “one of fairness to public employees balanced by a true concern for taxpayers,” Mr. Lattimer said, adding that Associated Industries is the “big business dominated” group that will support Mr. Eckert.

The senator had admitted that his expenses would be “cooked up by some business friends,” but appraised that such action could lead to felony charges, announced that he would cover his own expenses of about $1,200.

Primary Day

Primary day is Tuesday, Sept. 14. Polls are open from noon to 9 p.m.

The 54th Senatorial District covers all of the City of Rochester west of the Genessee River plus Chatham Gardens. Midtown Manor, and Marathon Housing areas of Rochester on the west side of the river as well as the Towns of Chili, Clarkson, Oaks, Greece, Hamlin, Ogden, Parma, and Riti.

No Thruway Strike Try

(Continued from Page 1)

Thruway management walked away from the bargaining table on June 1 and has refused to negotiate ever since. According to the union, management unilaterally and illegally has stripped away several major employee and union rights since the previous contract expired on June 30.

The Thruway has three improper practice charges pending against the Thruway Authority as a result, and the union spokesman said another is likely following management’s letter mailed out to employees last week.

The CSEA said employees were working strictly in their job specifications and that, in addition, toll collectors closely followed instructions in the toll manual prepared by the Thruway.

“The toll manual makes collectors responsible to the state to make decisions beyond just collecting the tolls or handing out toll tickets,” according to the union representative.

“Not only that, but toll collectors are also responsible for checking special Thruway plates, special trucking permits, and special hauling permits.”

Also, they are required to conduct periodic vehicle inspections entering and leaving the Thruway for possible violations of motor vehicle regulations. These all take time to perform, and on exceptionally busy days could result in longer than usual delays in both directions around toll booths.”

Attack ‘Union Busting’ Try

(Continued from Page 1)

why workers are not being allowed to strike on this pass days.

“People that maintain that, since it isn’t written down in black and white, employees are up to the contract by not allowing employees to exchange, They are saying, ‘You can thank CSEA for this,’ indicating that the fact that the CSEA won grievances charging violations of the contract is forcing them to follow

the agreement chapter and verse. The irony of this implication should be obvious to everyone.”

In addition to filling the improper practice charge, Mr. Lattimer, Mr. Crimm and other CSEA officials are attempting to set up meetings between the union and Local 1721 representatives and officials of the State Office of Employee Relations.

B U Y U S  B O N D S

SIGN EAST HUDSON AUTHORITY PACT

As negotiators look over their shoulders, officials of the Civil Service Employees Assn. and of the East Hudson Parkway Authority approved contract, Signing copies of the pact were Chamber of Commerce Director Ray Radavilla, CSEA’s EHPA chapter president Vincent Grimoldi and CSEA president Theodore C. Wenzel. Standing behind are CSEA collective bargaining specialist W. Reuben Curing and CSEA negotiating team members Charles Mayhader, Mike Blaise, Gary Lamanier, Madeline Jonas, Raymond Cot- ton, Richard Skidmore and CSEA negotiator Arthur Paone.
Another Chapter In An Old Union Dispute

On July 11, 1974, in retaliation for the fact that I once told the complete truth in a story, phone calls went out from borough command to certain deputy chiefs declaring me persona non grata. "Everything," said the caller, is on the QT and nothing is to be placed on paper. Just notify the battalions and companies by phone and this is by order of the Commissioner.

The fire commissioner denied having any knowledge of the calls and said they were made without his consent. However, he has never lifted a hand to undo the damage those calls made.

The following is a press release received from the Uniformed Fire Officers Association last week. Except to say that wheels have a funny way of eventually coming full circle, I have no further comment.

"Ed Jennings, president of the UPOA and delegate to the International Fire Fighters Convention, announced the passage by unanimous vote of UPOA's Resolution No. 103 censuring Fire Commissioner and Chief of Dept. John T. O'Hagan for his anti-labor actions.

"Chief Jennings spoke on the resolution before 1,200 delegates representing 200,000 union Fire Fighters attending the 33rd International Aam. of Fire Fighters Convention in Denver, Colo., and cited the history of O'Hagan's union busting tactics while in the dual role of NYC Fire Commissioner and Chief of Department.

"The resolution resulted from many heated battles with both fire unions. It erupted in February 1976, when O'Hagan attempted to have members eligible for promotion waive certain rights and work contrary to the two-platoon work chart or be denied promotion," Jennings said. "The union charged O'Hagan with coercing and intimidating union members and demanded his resignation from union membership or face disciplinary charges. The UPOA immediately gained support from the Municipal Labor Council, Central Labor Council and the executive board of the International Association of Fire Fighters who sent letters to Mayor Beame protesting O'Hagan's anti-labor practices. O'Hagan resigned from the union on March 1," Jennings stated. The resolution resolved that since John T. O'Hagan was no longer a member in good standing, he be treated "persona non grata" by all local firefighting unions in the United States and Canada. Throughout the years, O'Hagan had lectured at workshops and symposiums before membership bodies of unions and affiliates. He is no longer welcome," Jennings stated.

Congratulations to Frank Palumbo upon his election to a third term as vice-president of the International. Good luck Frank!

To my reader who tried to buy copies of "Ghetto Firefighter" by Li. Harry Ahearn (ret.), the book won't be published until around October. I have read it in manuscript form and it is fascinating.

REAPPOINT ALLEN

ALBANY—William H. Allen Jr., of Albany, has been reappointed by Gov. Hugh L. Carey as a member of the Albany Port District Commission.

Mr. Allen, 50, is president of the William H. Allen Carpet Co. Inc. He has been a member of the Port District Commission since 1969 and chairman since 1968. The position carries a salary of $25 a day while on official business.

Let a Smile be your umbrella

We think a healthy smile is everyone's right—rain or shine. But a naturally beautiful smile is more often than not the result of good preventive dental care—periodic visits to a dentist to stop trouble before it starts. Preventive care not only results in a nice smile, it can also help prevent illnesses that result from, or are aggravated by, dental neglect. But too many people say, "I isn't the drill—it's the bill that hurts."

Sure, dental care can be expensive. To meet this expense it's important for you to have some kind of dental plan that provides realistic benefits for you and your family. Blue Cross and Blue Shield provide their hospital-surgical-medical expenses promptly and at the lowest possible cost. We have taken this knowledge one step further. As we say, "We've got great plans for you." Our Dental Care plan is one of them. Before you buy a dental plan, give us a call. We'll keep you smiling.

Blue Cross and Blue Shield
Plans of New York State

Our newest plan is an Equal Opportunity Employer.
Training Act has been a matter for employees, union members and officials and private citizens.

The Comprehensive Employment and Training Act (CETA) was passed by Congress in late 1973 in answer to the problems raised by growing numbers of hard-core unemployed, mostly in urban areas. It was an offset of the Manpower Development and Training Act of the early 1970's, which addressed a dichotomy between the previous and the CETA salary out of municipal tax levy monies. As of March of this year, 2,100 laid off civil servants in New York City were rehired using Title VI funds. Some of them included firemen, sanitation workers, pack laborers, corrections officers, and social service workers.

The distribution of funds and hiring into jobs is done by what is termed the "prime sponsor." The sponsor may be a state, local government with a population of more than 100,000, or a group of local governments whose populations total over 100,000. For example, in New York City, the Department of Employment, headed by Commissioner Lucille Rose, Commission of the New York City Department of Employment, a CETA prime sponsor, has had its funding cut in half, blasted the New York City Department of Employment for what he calls a bad sense of priorities in administering CETA funds.

One of the problems the department now faces is how to determine where the high unemployment areas disagree with the city administration in its choices. An example of this is the continuing feud between the department and one of its vendors, the RCA training program. The program concentrates on preparing the difficult-to-employ with academic and job skills. It claims an 85 percent placement rate in business for the people it trains. But due to the budget crisis, the program has had its funding cut in half by the department.

Lou Marano, who teaches English as a second language for RCA says the program should not have been cut as severely as it was because of its success in finding work for its students, therefore widening the tax base of New York City.

But CETA, as she says she must consider the entire unemployment picture. "While these people are an important part of the unemployed, there are other important segments, including laid off civil servants, disadvantaged youth, and victims of cutbacks in the private sector," she said. "I must consider the total picture when deciding where to reallocate the money." New York City is just one of the prime sponsors with the burden of deciding how and where CETA monies should be applied.

The CETA grants under Title II for public service jobs generally extend for a period of 18 months, then must be renewed. Persons hired under this title may not take the jobs of regular civil servants who were laid off, or knock a regular municipal worker out of his or her job. If an eligible list for a certain title exists, a local city must hire those who took a civil service test for the job, rather than a CETA worker.

When hiring, the prime sponsor must complete forms detailing the eligibility of each applicant, plus the methods employed to recruit and select each individual. The U.S. Department of Labor has Manpower representatives who are charged with monitoring various CETA-funded programs. The monitoring system does not, however, prevent certain abuses from taking place, which will be illustrated in the second part of this series.
POLLUTION is in full-swing in the Rochester area, where Assemblyman Fred Eckert (R-N.Y.) is being challenged in the primary by former Assemblyman William Steinfield.

Mr. Eckert, it will be remembered, is the man who campaigned so heavily to force through changes that reduced pensions plans for public employees who were added to the payroll after July 1 of this year. It has resulted in a three-tier pension system, creating inequities among newer employees. Mr. Eckert, during the three years prior to this July 1 and those on the payroll prior to July 1, 1973.

It is little wonder that the Civil Service Employees Assn. is aiding in the effort to elect Mr. Steinfield in the Republican primary.

Both CSEA's Western Region VI president Robert Latimer and Rochester chapter president Samuel Gaba have come out for Mr. Steinfield, even though the two union leaders themselves had run against each other only one year ago in a tough race for the union office now held by Mr. Latimer.

The Latimer-Gaba agreement on this issue emphasizes the importance union leaders are giving to the election of Mr. Steinfield in the upcoming primary next week.

Rochester-area voters should take heed.
Letters To The Editor

MOs, Firefighters

By PAMELA CRAIG

Editor, The Leader:

In your July 30 edition, our old friend, your very capable reporter Paul T. Siegler, attempted a bibliography of the lives of Thomas and Dore Deschans on Lafayette St. I would like to add a few highlights.

I recall, under the "Lindsay License to Commell Mayhem Reigns" of the Ottawa, the firemen were increased 1,000 percent with virtually no commonplace from the Fire Department except for fire-alarms.

The fire-fighters limit of energy at the time, according to Chief of Department J. T. O'Hagan, ranged between 8,000 and 18,000 runs per year. He further informed the Bureau of the Budget that this could be reduced with just three men. Needless to say, as the situations deteriorated from repeated fire-fighting, our injuries skyrocketed. A new approach was needed to extract blood from the stones, so on top of our other persecutions we were reduced to living on welfare.

What more available instrument of intimidation than the Department Medical Officer? After his salary, the other baker, ear and driver were only supplements to his $25,000 private income.

The acknowledgement of a fire-fighter's presence and the functioning of his vital signs established the criteria for a full duty slip and immediate return to work.

The fire-fighter, regardless of his complaint of injury at the scene of a fire, was and is denied more than $400 medical removal to a hospital. He is, instead, loaded onto fire apparatus, not equipped to transport the injured, and removed to the nearest firehouse where he must await the arrival of one or two doctors who cover the whole city. Upon the doctor hearing the complaint, he may then order an ambulance for removal to a hospital, or, as he does in the case above, order him to two hours rest with no treatment and full duty for the fire-fighter upon expiration of that time under threat of charges if he refuses.

In closing, I can only suggest to the Department that it might be wise for the Administration of the Fire Department's officers to issue a memo very well provokes an embarrassment such as we experienced on Election Day.

Charles J. Boman
Former Bronx Trustee UFA

By A. L. PETERS

Pensions Worldwide

Who gets what much is always a matter of interest when it comes to the subject of pensions. "Pension World" has come up with a survey of how some of the western nations treat employees which has particular interest.

(Continued from previous week)

Mexico

Almost everybody in Mexico is covered by social security when retiring at age 65, and reduced pensions are available at age 60 for those who are unemployed. Eligibility requires 500 weeks of contributions. Mexicanos who live to 65 get a special lump sum payment based on 80 percent of the actual value of their pensions. Rates paid by the employers with a basic subsistence, with the amount increased for each week retribution paid. There are also supplements for wives and children. Minimum payment is $7,000 pesos (about $900). The maximum is based on 2,000 weeks of earnings. Adjustments are made every five years for inflation. In addition, there are many companies who have private supplementary plans designed to induce workers to retire voluntarily so that the payment of "termination indemnities" is avoided.

Venezuela

"Termination indemnities" are the usual retirement benefit in Venezuela. Some workers get "double indemnities." The basic payment amounts to 60 percent of the salary level of ordinary workers after 30 years as a retirement benefit while the "termination indemnity" up to two months for each year of service. Inasmuch as the program was started in 1967, private plans still are required for most people and are not included in the banking and auto industries, and among the multi-national corporations. Most private plans are not contributory but a few Indianapolis are based on a percentage of base salary by the employee.

Women are particularly disadvantaged in government and pensions as a report issued by the President's Citizens Advisory Council on the Federal Civil Service has shown. The structure of their working lives is different from that of men, they are not covered by typical pension plans. In general, the work of women is sporadic and short term, stop, they lose seniority rights the report noted.

Why do you need a will? That question comes to us all the time. A will insures that the money and property you leave your people you want it to go to, not arbitrarily according to a set formula. It will insure that your will is administered by the person you select, not by a court-appointed person. And the will also eliminates the question of how to make your will you will that minimizes the estate taxes.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of claimed checks from the United Federation of Teachers' Retirement System and the State Policemen's and Firemen's Fund. The United Federation of Teachers' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individual beneficiaries who have discontinued payment in accordance with the provisions of section 403 of the Retirement and Social Security Law on or before August 31, 1974.

(Continued from last week)

Civil Service Law 1976

Don't Repeat This!

By Pamela Craig

RETIEMENT

NEWS & FACTS

CIVIL SERVICE LEADER, Editor, September 10, 1976

What's Your Opinion

By JIMMY Trawa

QUESTION

Now that the Manhattan Supreme Court has ruled the Statler-Goodman bill unconstitutional, this presumably means there will be more cutbacks in education for the school system. Do you think this is fair?

THE PLACE

Brooklyn and Queens

OPINIONS

Jimmy Trawa, detective, Housing patrolman: "First, I feel that it's unfortunate that people are going to lose their jobs. But in the overall picture of the city's fiscal problems, I would support the mayor's position because all of the other civil servants would have to absorb the financial problems inherent in the Board of Education. I especially feel that police, firemen, and patrolmen are thirty percent don't even teach. They have more room to cut, where we have no room to cut. The bureaucracy at the board is fantastic. I feel the cuts should probably begin with the non-teaching staff."

Michael Culebre, firefighter: "Yes, I think it's fair. Being that we are in the midst of a budget crisis, I feel the situation has become so serious that we need more necessary services. We're talking about priorities and we have to make sacrifices. We have no fat in the Fire Department while being the most productive. Ninety-eight percent of the members are in the field working, as opposed to someone who is sitting in the office doing paperwork."

Jerry Long, housing patrolman: "I'm sorry about the teachers losing their jobs. But the teachers are going to have to give up. I don't see how they could come out of the other agencies. Unfortunately, either way, someone is going to get hurt. I feel that the federal government should assume some of the responsibility. If they can find the funds for parks, I'm all for it. I feel that the Board of Education would seem to be the money could be found to assist this city on a permanent basis. The individual city agencies compete for who's better than the other. May be if they unified, all of the unions would have more political clout when fighting for job security."

Angelo Massamulle, firefighter: "As far as the budget is concerned, I've been seriously thinking about who should receive what percentage and I feel that the essential services do have priority, but any more in the fire department would be astrophobic. We are still under-egged and we're still riding with less man on the apparatus. We have also been going to incidents with fewer firemen and these jobs are put back at a slower pace. I feel we deserve every penny that is given to us, whether we get it or not. You can operate safely or as well as you are chronically understaffed."

John Siane, housing patrolman: "I'm one for live and let live. If you get 200 percent on your staff and we get 200 percent on our staff, fine. But when one particular group says that they want everything and then they cheat everyone else in getting what they want, then they are absolutely wrong in my opinion. There is tremendous waste in the Board of Education. Why is it that when you have a dean of boys, a dean of girls, a dean for attendance, teacher supervisors, a dean for admissions, a dean for all athletic and we're still riding with less the Administration of the Board of Education and the central office?"

Leo Sandomerski, firefighter: "First, the Statler-Goodman bill was used by the United Federation of Teachers in its negotiations with the city and it was negotiated by that union. As a listener to keep the teachers in their jobs. The bill is unconstitutional and unfair to impose on the citizens of the city because it is a labor tool. I'm a product of the City University, and I think that we need the waste there. The Board of Education and CUNY are reflections of each other. If there is waste there, it is in the labor tool. If they eliminated the waste, there would be no reason to have this bill."

(Continued from Page 6)

Civil Service Law 1976

district not only violated Section 202(a) of the Social Security Act but was also determined to be discriminatory against the union president in violation of Section 951(a) of the Act. The hearing officer recommended that the school district be ordered to restate the complaint and remove it from the union president's personnel file. In the Matter of Ellenville Central School District, Case No. U-1981, June 18, 1976.

January 1976

(To Be Continued)
SYRACUSE—Spokesman for the Civil Service Employees Assn. announced that Florence Miller, a nurse's aide at the Madison County Gerrit Smith Infirmary, has been awarded more than $600 in back wages as the result of agreement signed prior to a hearing regarding an improper practice charge filed by the CSEA on behalf of Ms. Miller.

The charge, filed by the CSEA in Madison County, alleged that Ms. Miller was subjected to harassment because of her activities as president of the union's unit at the infirmary. She had been previously disciplined by the unit president for "outstanding" work.

In making the joint announcement, Joseph Caparelli, Madison County CSEA chapter president, and Mr. Medrzejewski, CSEA field representative, said the attorney for Madison County agreed to the settlement following a pre-hearing meeting with CSEA Central Region V attorney Earl Boyle.

The agreement specifies that Ms. Miller will be paid one half her wages for the period March 21 to, and including, June 7, based upon a 40-hour week schedule. We feel this is not only fair for Ms. Miller, but an important milestone for the CSEA in Madison County," Mr. Caparelli said.

In a separate statement, Mr. Medrzejewski said. "This written agreement for a cash settlement brings to a satisfactory close the case that started back in January. Madison County has agreed to pay Ms. Miller and we have agreed to withdraw the improper practice charge."

The charge filed in May alleged that the Gerrit Smith Infirmary administration engaged in an improper practice in permitting a supervisor to supervise employees within the meaning of Civil Service Law, Section 20-A. The CSEA's charge contend ing that Ms. Miller was laid off, rehired and then laid off again because of her status as unit president for the CSEA at the institution.

Ms. Miller has been assured that the repayment of back wages will be forthcoming with the next regularly scheduled pay check.

BUFFALO Employee Regains Job

BUFFALO—An arbitrator has ruled that an employee of the Buffalo Zoo represent ed by the Civil Service Employees Assn. was erroneously fired after he claimed to his job and that his discharge in March was "excessive" under all the circumstances of this case.

The employee, according to the Buffalo Zoological Society, allegedly threatened his supervisor verbally when a request for time off was denied.

Following the alleged incident, the supervisor suspended the grievant and he was terminated five days thereafter.

There were no witnesses to validate the supervisor's account of the alleged incident.

CSEA Western Region VI (Buffalo) attorney Ronald Jaro maintained that no threats were made by the grievant. The employee and his supervisor were both angry with each other. Juror argued, but that suspension and termination, under the circumstances, was an "excessive" penalty.

In his decision, arbitrator Ed win L. Quthrie upheld the CSEA's request that the grievant be returned to his job.

SONYEA—Radene D. Hutter, director of the Craig Developmental Center, said CIDD's annual open house will be Tuesday and Wednesday, Oct. 8-9, between the hours of 9 a.m. to 9 p.m.

EXAMINER LIST

ALBANY—A bank examiner eligible list, resulting from open competitive exam 5A-119, was established Aug. 16 by the State Civil Service Department. The list contains 61 names.

Albany Region IV Offers Steno Examination Review

ALBANY—Joseph McDermott, president of Albany Region IV, Civil Service Employees Assn., and Gilbert M. Brookins, director of the evening division at Albany Business College, have announced that ABC will offer a senior stenographic exam review course for CSEA members of the Region who plan to take the senior steno promotional examination Saturday, Nov. 6.

The college, in its 120th year, has offered review and refresher courses for civil service employees for several years to assist employees in preparing for steno and clerical promotional examinations.

The current offering will stress shorthand improvement, including speed and skill building, and practical experience in using and interpreting written material, and English, including vocabulary, grammar, spelling, and usage.

ABC is also offering 13 CSEA-specified training courses, some carrying college credit, during the Fall 1976 semester.

The senior steno review course will be offered Oct. 11 and will meet for eight consecutive Saturdays at the ABC campus in Albany. Cost for the comprehensive program is $45. Registration and other information can be obtained by calling ABC evening division office at (518) 440-7183.

M. H. DEPUTY LIST

ALBANY—A deputy director, Mental Hygiene support services administration eligible list, resulting from open competitive exam 27-558, was established Aug. 16 by the State Civil Service Department. The list contains four names.
CSEA Dutchess Deputies Show The Flag

By HELEN GELLER

POUGHKEEPSIE—One half of the famous Dutchess County Fair, and other events held in Dutchess this summer, was the new mobile crime prevention unit owned and operated by the Dutchess Deputy Sheriff's Unit, Civil Service Employees Assn.

The crime prevention unit is contained in a motor van converted by the deputies into an exhibiting area and classroom, where a broad array of public safety information is offered. A mobile crime prevention unit, deputy Smith proudly stated.

A total of $21,000 was spent to buy, convert and operate the mobile crime prevention unit. The money raised was through contributions collected by the deputies, he said. The CSEA, the employees association, and community organizations of the Dutchess County Sheriff's Office and the Dutchess County Police Department have cooperated to make the unit possible.

The crime prevention unit went into operation early this year. About 18,000 people visited the unit at the Dutchess County Fair in Rhinebeck last month. The unit took part in numerous Bicentennial parades, firefighter events, and other events from one end of Dutchess County to the other this spring and summer.

An event leader schedule is planned for the unit with the cooperation of the Orange County Sheriff's Department, which will be held Sunday, September 11 in cooperation with the Poughkeepsie Police Department.

This is the mobile crime prevention unit owned and operated by the Dutchess County Deputy Sheriff's Unit of the CSEA. The vehicle was purchased with funds raised by the unit and was converted for use in the crime prevention and traffic safety program by the deputies during off-duty hours.

The real action will be from September 1 to June 1977 at all of Dutchess County's school districts. There the unit will be used as a teaching tool.

The unit will carry out its main job when it visits the schools.

The most effective deterrent to criminal offenses is the prevention of crime before it begins, through the education of youth. Other deterrents are helping people to protect themselves, their homes and involving each citizen in the effort to make the community a safer place to live, Mr. Smith said.

Teaching traffic safety is also a major concern of the unit.

Mr. Smith said that in 1974 alone, Dutchess County had 14,141 fatalities registered. There were 45 deaths, 4,600 traffic-related injuries and 2,245 property damage accidents. Traffic accidents, deaths and injuries can be reduced by conditioning people of all ages in traffic safety practices before unsafe practices become a habit, and by getting people involved in safety promotional programs.

The unit has been equipped with a wide assortment of crime-fighting equipment and educational material, which will be used in conjunction with the unit. The unit will carry out its mission in cooperation with the other mobile crime prevention units operated by the CSEA in Orange, Ulster and Sullivan counties.

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G.I. Ballots Are Available

BRONX—Military personnel and their families overseas may now apply for military ballots to be sure of casting a vote in the Nov. 2 presidential election.

Applications for military ballots are postcard size and can be obtained from their commanding officers. They are also available from the local consular section of the New York State Defense Council of Veterans Affairs located at 1015 Monroe Ave. and 2468 Grand Concourse, The Bronx.

Any adult member of the service member's family may pick up a ballot and application and forward it to the individual, if stationed within continental United States. If the service member is overseas, the adult member may obtain a special application blank, and by proxy, file a request for a ballot on his behalf.

Eligible members of a service member's family stationed with him also can obtain their ballots, using the same type of application form.

By mailing out the postage-free application card and making it so that it reaches the Division of Servicemen's Voting in Albany not later than Oct. 21, eligible New York State servicemen and their families may be assured of receiving ballots.
ALBANY—One fact-finder and three mediators have been appointed to five labor disputes involving the Civil Service Employees Assn. and employers by the state Public Employment Relations Board.

The fact-finder is Charles E. Leonard, of Schenectady, named to the dispute between the CSSEA and the Fulton Central School Board, Warren County.

The mediators are Theodore Gerber, of the PERB Albany office, named to the dispute between the CSSEA and the Schuyler County government in February 1980 as a public administration intern.

He has served as junior budget examiner, assistant budget examiner, budget examiner and assistant budget director. He was secretary-treasurer of the Lower Hudson Valley chapter of the American Society for Public Administration and is a member of the American Society of Political Science.

State Soc. Serv. Test Set

The State Civil Service Department has announced the scheduling of an exam for social services program specialist.

Open competitive exam 24-630 will be held Nov. 6 for the $13,404 a year post.

Minimum qualifications are a bachelor's degree, and two years public assistance program experience.

A master's degree or two years of graduate work in social work, health, medical care, or public or business administration may be substituted for one year's experience.

Applications must be received no later than Oct. 4 at the State Office Building Campus, Albany, or Two World Trade Center, Manhattan.

Applicants who are claiming additional credits as war veterans must enter all information regarding the claim on the application.

Some travel may be required in this position. Social service program specialist employees provide technical assistance and program consultation to social services program administrators. Monitoring local programs and preparing administrative correspondence are some other duties.

AG RESOURCES

ALBANY—Augustine Marvin, of Macedon, has been named by Gov. Hugh L. Carey as a member of the State Agricultural Resources Commission for a term ending Jan. 16, 1979.

Mr. Marvin, 49, a farmer, is a former official of the Orange, a former Macedon town supervisor, is a member of the State Highway User Conference and chairman of the Macedon Development Corp.

With his wife, he also operates an insurance agency. Mr. Marvin succeeds Edward Tobin whose recent appointment in 1974 was not sent to the State Senate for confirmation.

Veterans Administration Information Service

Call (202) 389-2741
Washington, D.C. 20420

You won't believe how good it tastes... until you taste it!

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PLUM WINE

serve with club soda or on the rocks with a kiss of lemon

Imported by the Sidney Frank Importing Co., Inc., N.Y.

WAGERING BOARD

ALBANY—Gov. Hugh L. Carey has announced the appointment of William O. Barry as a member of the New York State Racing and Wagering Board. The Governor also designated Mr. Barry as Chairman of the three-member board.

Mr. Barry, 49, of New City, chief of security for the North American Phillips Corp., is a former special agent of the Federal Bureau of Investigation. Following a 14-year career with the FBI, Mr. Barry served as vice-president of the Bankers Trust Co., from 1965 to 1969, in charge of corporate security and protection.

Mr. Barry, who is a graduate of Kent State University and attended Brooklyn Law School, was a member of the New York City Police Department from 1950 to 1965. He was named for a term ending Feb. 1, 1982, to succeed Eugene J. Keough, of New York City, whose term expired Feb. 1. The position of chairman carries a salary of $55,000 a year. As chairman, he will succeed Bertram D. Barzana who continues as a board member in a term expiring Feb. 1, 1980. The third member is Joseph H. Boyd Jr., of Sag Harbor, serving a term expiring Feb. 1, 1979. The recent appointment, effective Sept. 1, is subject to confirmation by the Senate when the Legislature reconvenes in January, 1977.

AG COMMISSION

ALBANY—William W. Martusciello, of Bovina Mills, has been appointed by Gov. Hugh L. Carey as a member of the State Agricultural Resources Commission.

Mr. Martusciello, 58, is the operator of a dairy farm and is a member of several agricultural organizations including the Cooperative Extension, Farm Bureau and Eastern Milk Producers Assn. He succeeds Donald Brown, of Watertown, whose term has expired.

The appointment will be sent to the Senate for confirmation when the Legislature reconvenes in January. The post carries a $50-per-day stipend when on official business.

Steward Award Will Be Given At KPCC Fete

KINGS PARK—A "steward of the year" award will be presented at the annual fall dance of the Kings Park CSEA Employees Assn. chapter president, Paul Vanier, announced.

The dance will be Friday, Sept. 18, at the Smithtown Landing Country Club, Smithtown. Tickets are $5 each and may be secured from Mr. Vanier at (516) 544-2100.

The steward's award is part of the training program for CSEA representatives at the institution.

CIVIL SERVICE LEADER, Friday, September 16, 1976
Fact-Finder Urges C of L Hike For Freeport School

FREEPORT—A fact-finder of the Public Employment Relations Board has recommended a cost-of-living boost for 68 custodial and other non-instructional employees of the Freeport Union Free School District in Nassau County.
The employees are represented by the Civil Service Employees Assn.
The fact-finder, Jonathan B. Liebowitz, recommended that the district increase based on the applicable Consumer Price Index.

The Freeport Union Free School District in Nassau County, Liebowitz, recommended that the

LISLP VISITOR
ALBANY—William P. Benjam
in, of North Babylon, has
Mr. Benjamin, 41, is a deputy director of the Suffolk County Department of Probation and is also a member of the Board of Directors of Good Samaritan Hospital, the Economic Opportunity Council of Suffolk County and the Babylon Town Youth Board.
Mr. Benjamin succeeds Jane Doneley, of Manhattan, who resigned.

SUNY STONY BROOK
ALBANY—Gov. Hugh L. Carey has reappointed Robert C. And
erson, director of personnel, to the Board of the State University of New York at Stony Brook and designated him as chairman.
Mr. Anderson, 61, a re
search chemist, is assistant di
rector of the Brookhaven Na
tional Laboratory.

REAL ESTATE VALUES
Publisher's Notice
All forms of payment received in this newspaper are subject to the Federal Fair Credit and Fair Housing Act. This newspaper is not illegal to advertise to "any preference. Limit
or exclusion because of race, color, religion, sex, or national origin.

Houses Wanted
WILLING to purchase house under $21,000 in need of repair. From West Hempstead, N.Y. Address replies to: WALTER THOMP
SON, 258 Broadway, New York, N.Y. 10007.

REAL ESTATE VALUES

STONY BROOK BROKERS 'Trap Warning'

STONY BROOK—Stony Brook University Civil Service Employees Assn. chapter president Al Varacchi this week issued a

HELP WANTED

This Winter a Month in SOUTHERN CALIFORNIA $399

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters! FOLLOW THE LEADER REGULARLY!

L.I. Region Workshop

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters! FOLLOW THE LEADER REGULARLY!

L.I. Region Workshop

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters! FOLLOW THE LEADER REGULARLY!
Books not returnable after 10 days

CAREY DEFENDS MH PLAN
TO DECENTRALIZE FACILITIES

ALBANY—During a recent tour at the Broome County Developmental Center, Gov. Hugh L. Carey defended the state's plan to decentralize care for patients in Department of Mental Hygiene facilities.

Fledging that "We will not perpetuate the mistakes of the past in this important area," the Governor added, "Our plan outlines our commitment to develop the framework which will allow every state developmental center to realize its or her maximum potential and to live in harmony with the communities in which it is located and in which it is needed." The deinstitutionalization scheme, however, has come under fire by a number of groups including the Civil Service Employees Assn.

That group feels that New York State is imitating the ill-fated "California Experiment" of the late 1960s, in which major Mental Hygiene facilities were closed and patients were scattered into smaller facilities in a number of towns and cities throughout the state.

CSEA executive vice-president William McGowan, at the time the plan was proposed for New York, described the California experiment as one which caused "tremendous increase in violent crime, community fear, and resentment, and untrained, homeless, mental patients living in our cities." The Governor said the highlights of the plan, which he claimed resulted in the saving of more than $30 million, include:

- Five-year placement goals to return nearly 9,000 mentally retarded people to their home communities and reduce the capacity of state developmental centers from the present 18,000 beds to 10,500.
- The hiring of 1,300 new employees in developmental centers during the current fiscal year to bring those facilities into compliance with Federal staffing requirements.
- Construction of some $7 million in equipment deficiencies to bring state developmental centers in line with the new regulations.
- An increase in the number of available hospital placements in the state from the present 1,500 to more than 7,000. Fifty new hospitals, each designed to serve about 15 people, were completed during the current fiscal year.
- Increased use of private services, such as intermediate care facilities and nursing homes, for those mentally retarded people whose primary need is for skilled nursing or other similar related care. An estimated 1,800 such placements will be required over the five-year period.

* Use of purchase of service agreements to provide start-up costs and reimbursement to public and private agencies offering community-based residential and habilitation programs to former developmental center residents.

* Doubling of the number of mentally retarded people entered in the State's family care program from 5,700 to nearly 11,000 over five years. An addition of $2 million was appropriated to begin this expansion in the current fiscal year.

File A Suit For Election In L.I. Region

RIVERHEAD — Patricia Cruz, the unsuccessful candidate for president of the Suffolk County chapter, Civil Service Employees Assn., and her running mate, Mrs. Yolanda Davis, have filed suit asking for a new election in the 9,600-member union.

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Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, 271 Cadman Plaza East, Brooklyn; 900 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

Agriculture

Title
Food Inspector
Warehouse Examiner

Salary Grade
GS-5
GS-5, 7
Exam No.
CH-6-05
CH-0-02

Engineering and Scientific

Title
Engineering, Physical Sciences and Related Professions
Forensic Engineer
Medical Technologist

Salary Grade
GS-5 to 15
GS-5
GS-6-03
Exam No.
NY-8-43
NY-5-13
NY-0-25

General

Title
Correction Officer
Truck Driver
Technical Assistant

Salary Grade
GS-4
GS-5
GS-5-07
Exam No.
431
424
578

Stenography and Typing

Title
Stenographer
Secretary
Typist

Salary Grade
GS-3-1
GS-5-6
GS-5-2
Exam No.
NY-5-04
NY-5-02
NY-1-18

Medical

Title
Autopsy Assistant
Clerical/Vacation

Salary Grade
GS-3 or 4
GS-5
Exam No.
NY-5-10
WA-8-03

CIVIL SERVICE LEADER
October 10, 1976

TAX AUDITOR LIST

ALBANY—An unemployment insurance tax auditor eligible list, resulting from open competitive exam 34-387, was established Aug. 18 by the State Civil Service Department.
AFSCME Raid Try Fails
In City of Syracuse Unit

SYRACUSE—"It looks like the tiger was all roar and no teeth."

With those words, Frank Martello, Central Region V (Syracuse) supervisor for the Civil Service Employees Assn., informed regional staff on learning that the petition by Council 65, American Federation of State, County and Municipal Employees, for decertification of the white-collar unit of the City of Syracuse was dismissed.

In May, the AFSCME petitioned the Public Employment Relations Board, claiming the union had sufficient interest among the 985 eligible employees to call for a representation election. The CSEA represents the unit members.

PERB rules stipulate that 30 percent of the unit, or 295 members, were required to sign representation cards to validate the petition. "They didn't have enough strength in the unit, and probably knew full well from the beginning they couldn't muster the required number of cards," Mr. Martello continued.

"Plain and simple, we think it was just another attempt to undermine the CSEA by one of our units. It's an old tactic and the only thing it proved is that the CSEA is stronger than ever," Mr. Martello concluded.

Mildred Wands
To Be Honored

TROY—Mildred Wands will be honored at a retirement party Oct. 29 at Mario's Restaurant here. It is scheduled for 7 p.m.

Ms. Wands, who has worked for the Employees Retirement System, had served from 1969 to 1973 as social chairman of the Civil Service Employees Assn.'s Capital District Conference. She received the Conference President's Award in 1971.

Reservations for the event are $11, and may be made by Robert Rhubin at (518) 474-7573 before Oct. 8. Mr. Rhubin is president of the ERS chapter of CSEA.

CSEA Info Station Going
On Albany Region Tour

ALBANY—The Civil Service Employees Assn.'s Albany Region IV will come again put the CSEA Information Station on the road in the Albany area for a 26-week period beginning shortly after Labor Day.

The Information Station is a multi-use display which draws attention to the presence of CSEA representatives in a specific area.

"We have had much success in communicating with our members by placing this display within easy access of various membership centers," Mr. Corcoran said.

This year, the station will provide information on CSEA region and statewide political action programs and advise union members of the pro or anti-public employee stance of various politicians.

Members will be free to ask questions of the various representatives at the station.

The CSEA mobile office will also visit various state work sites where employees often enjoy nearby parks and areas during lunch periods.

Armories Chapter
Schedules Meeting

GLENS FALLS—A meeting of the Capital District Armories chapter, Civil Service Employees Assn., will be held Friday, Sept. 26, according to president James E. Stevens.

The meeting will come to order at 10 a.m. at the Glens Falls armory, Mr. Stevens said, and will be followed by a luncheon.

Putnam Signs Pact

(Continued from Page 1)

If the CSEA would raise the 3 percent penalty, the county would hold a separate contract, called for by the arbitrator to three years, and negotiate a contract to be paid based on the consumer price index in the third year. CSEA field representative Larry Scanlon said, "The arbitrator's award was a fair and equitable resolution of a contract problem that has dragged on for far too long."

The employees of Putnam County deserve full grades for the long hours of hard work they put in to see this situation through."

SUNYAB PICNIC

State University at Buffalo chapter 402 of the Civil Service Employees Assn. sponsored a picnic for chapter members last month at Oppenheimer Park, Above, CSEA field representative Thomas Christy, left, and insurance representative Paul Merkling. Right, point to prizes held by SUNYABer Jim Hubbard as children watch in anticipation. In photo at left, CSEA executive vice-president William McGowan, left, of West Seneca Development Center chapter 407, watches as CSEA vice-president Western Region VI president Robert Lattimer, of Buffalo District Labor chapter 313, fills glasses for some of the picnicers. Below, SUNYAB chapter president Bob Smith, center, is among those who served as chef-for-day. Other chefs are George Harrison, left, and William Stobert, right, as Larry Bieler waits with plate. Mr. Smith is also second vice-president of Western Region VI.

PERB Suggests A 5 1/4% Boost For Saratoga City Schoolers

SARATOGA—A Public 5 1/4 percent salary increase, plus increments, for noninstructional employees of the Saratoga City School District.

Martin J. Houlihan, of Loudonville, is the fact-finder named by the PERB in a contract dispute between the school district and the Civil Service Employees Assn. Mr. Houlihan said that the 5 1/4 percent across-the-board increase is to include the dental package plan and no reduction in the hourly rate of part-time bus drivers. Also, that the agreement to adjust the salary of the cafeteria help be put into effect.

Other recommendations include:

• Any unjust dismissal to be submitted to binding arbitration; this does not include the bus drivers who cannot qualify for jobs under the Vehicle and Traffic Law nor would it apply to layoffs or job abolishments.

• No change in the present retirement system.

• If union members check buildings on Sunday for water leaks, etc., they should be paid one hour pay at the current rate.

• No change in part-time bus drivers' status, such as rate of pay or fringe, but that they should be paid for mandatory attendance at classes.

• Recreation field employees on layoff, because of the closing of the fields from Nov. 15 to April, not to receive benefits, but that an attempt be made to place these employees in other job categories within the school system as jobs become available.
CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE JUNE 1-NOVEMBER 30

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE ($5)

For each new member you sign up between June 1 and November 30, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof. Many members are planning their Christmas shopping around this membership drive. The Christmas Club bonuses for all members signed up before September 15 will be paid on December 15th. The second payoff, for new members signed between September 16 and November 30, will take place on February 15.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to record all the necessary information. Send your cards in as soon as you sign up a new member — and we'll credit your account with $5.00 for each member signed up.

We'll keep your account up to date and will return to you, in writing, a receipt for each new member you've signed up.

Only CSEA members in good standing as of June 1, 1976, may recruit new members during this drive. New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you're a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided... services which benefit you in many ways.

So help us share the load by signing up with us. CSEA — the most powerful force in New York State working for public employees.